



OUR CONTEXT

Richmond is situated on the southern banks of the state's longest river, the Flinders, approximately 522km due west of Townsville in the centre of Queensland's North West. The population of the Shire is approximately 830 in 2015. Richmond State School has played an integral role in the history of the Richmond Township with the school opening in 1889.

The school offers formal education from Prep to Year 10. The student enrolments have fluctuated over the years with the current enrolment for Prep to Year 10 in 2015 at 76 students. Indigenous student enrolments have fluctuated over the years; current percentage of Indigenous students is at 10% of enrolments. Approximately 90% of the students live within the township while the others come from properties within the shire.

Richmond State School is staffed by a dedicated team of professionals. Classes are of a multi-age nature with students benefitting from a mix of enthusiastic experienced or beginning teachers. The school has 10.81 FTE teachers, 6 teacher aides delivering 135 hours per week to support learning in classrooms, an administration officer, 2 cleaners and a school officer. The staff is a mix of local residents and those who move to Richmond to begin their careers as teachers or to enjoy the culture of a country school. All staff work hard to implement an improvement agenda to ensure every child is learning every day in every classroom.

Teachers tend to stay for at least three years as part of their commitment for employment with Education Queensland or as part of the Teacher Transfer Policy.

Teachers deliver comprehensive teaching programs that provide for individual needs of all students. Teachers provide a differentiated program for their classes and seek support from the Head of Curriculum and/or Support Teacher: Literacy & Numeracy to guide them with quality programs.

Year 7-10 students are able to study a range of subjects both face to face and online. Information Communication Technologies are a vital part of the school's culture. Students have access to a variety of ICT devices and the internet.

Richmond State School aims to provide a quality education for all our students, especially those in secondary year levels. Over the years a number of Year 10 students have completed a School Based Apprenticeship or Traineeship. The school prides itself on making positive links with community businesses and organisations so that our students are work or study ready for their chosen careers.

The Parents and Citizen's Association has been a dynamic organisation with tremendous support provided to the school in a number of ways. The P&C has provided excellent guidance in the strategic direction of the school as well as supporting many other initiatives to ensure opportunities are available to all students. Parents support classroom learning in a number of ways and are always willing to support extracurricular activities.

The school receives the majority of its funding from the Queensland State Government. At times, special grants become available from the Federal Government for targeted programs. Richmond SS is a part of the RREAP program. This grant funding provides access to learning opportunities that cannot be delivered here in Richmond. The school has benefited immensely from this funding over the years.

OUR VISION

Our Vision at Richmond State School is to provide a quality education, allowing each child to reach his/her potential academically, socially and emotionally through partnerships within the school and wider community. We will achieve this by exhibiting:

- A passionate sense of school pride
- A learning environment that is safe and supportive
- Quality teaching and learning that meets student needs provided by a committed, accountable and professional staff
- A diverse and inclusive education delivered through a stimulating and challenging curriculum
- Students who are empowered to be lifelong learners capable of contributing to a global society
- Collaborative decision making through open and honest, two way communication
- Responsible and accountable school management and leadership
- All school and community members acting with respect and dignity

OUR MOTTO Deeds Not Words

OUR VALUES

Seek Knowledge	We learn and let others learn.
Care and Compassion	We care for self and others.
Respect	We treat others with consideration and regard, respect another person's point of view.
Personal Responsibility	We are accountable for our own actions.
Tolerance	We will include others and be accepting of others individual differences.
Honesty	We will be honest, sincere and seek the truth.
Optimism	We will think positively and achieve to our full potential.

OUR STUDENTS

We want our students to develop the following traits whilst enrolled at Richmond State School.

Tactfulness, Determination, Self-Management Skills, Punctuality, Flexibility, Resilience, Generosity, Diplomacy, Reliability, Sensitivity, Commitment, Honesty, Organisational Skills, Independence, Initiative, Resourcefulness and Responsibility.

We implement a number of learning processes and wellbeing programs, and with the support of parents aim to make each student a lifelong learner.

OUR PRIORITIES

Quality Curriculum	Consistent curriculum, planning and implementation to improve learning.
Teaching and Learning	High quality teaching focused on the achievement of every student with a focus on high expectations.
High Performing Professional Learning Community	Attract, retain and develop a high quality, skilled and professional workforce.
School and Community Partnerships	High levels of student, parent, staff and community confidence in the school's performance and achievement.



RICHMOND STATE SCHOOL

2016 -2019

DETE Strategic Plan 2014 - 2018	State Schools Strategy 2014 - 2018	Strategies	Performance Measures	Evidence Source
Successful learners	Successful learners	<ul style="list-style-type: none"> ➤ Embed a Curriculum Framework which provides vertical alignment and consistency, in a multi-age context, across Prep – Year 10 ➤ Embed student based goal setting, tracking of progress, and feedback loops to ensure all students have a voice in monitoring and evaluating their progress to build assessment literate learners. ➤ Embed an Early Years transition program responsive to community needs. ➤ Embed a seamless Case Management structure to support student learning. ➤ Continue with the current strategy to improve overall attendance, and focus on students with less than 85% attendance. 	<p><u>NAPLAN</u></p> <ul style="list-style-type: none"> ✓ 100% of students in years 3,5,7 & 9 are above National Minimum Standard in all strands ✓ 90% of students in years 3,5,7 & 9 are two bands above National Minimum Standard in all strands ✓ 30% of students in years 3,5,7 & 9 are in the top two bands in all strands <p><u>Level of Achievement Data</u></p> <ul style="list-style-type: none"> ✓ 95% of students are achieving at C standard or above in English, Maths and Science ✓ 20% of students are achieving at A standard in English, Maths and Science <p><u>Reading</u></p> <ul style="list-style-type: none"> ✓ 95% of students reading at benchmark or above ✓ All students identified have an Individual Curriculum Plan ✓ All students have an attendance above 95% 	<p>NAPLAN Data</p> <p>One School Data</p> <p>PM and PROBE Data</p> <p>One School</p> <p>One School Attendance Data</p>
Great People	Teaching Quality	<ul style="list-style-type: none"> ➤ Embed a consistent pedagogical approach across the school. ➤ Strengthen data literacies of teachers to analyse, interpret and use data to guide teaching and learning, improvement and intervention. ➤ Embed a whole-school systematic and responsive continuing professional development plan. ➤ Embed the use of the Australian Professional Standards for Teachers to support career and capability development. ➤ Build teacher capacity in the teaching of reading, writing and numeracy. ➤ Implement Investing For Success Strategy which aligns with school improvement priorities. ➤ Build professional knowledge, practice and engagement through a rich professional learning culture supported through classroom observation and feedback, mentoring, coaching, sharing, gradual release of responsibility and collaboration. 	<ul style="list-style-type: none"> ✓ 100% of staff have 'access to quality Professional Development' ✓ 100% Staff have an annual DPP evidencing systemic, school and individual priorities ✓ Responsive Induction program implemented ✓ Annual Investing For Success Strategy available 	<p>School Opinion Survey S2086</p> <p>School Opinion Survey S2085</p> <p>School Website Report</p>
	Principal Leadership and Performance	<ul style="list-style-type: none"> ➤ Create a culture of 'no excuses', a belief that every child can learn. ➤ Build the culture of the school as a Professional Learning Community. ➤ Implement an instructional leadership model to ensure school priorities are enacted in every classroom. ➤ Develop, refine and articulate the roles and responsibilities of the leadership team. ➤ Establish a workforce plan which articulates the roles and responsibilities of staff and enables sustainability despite staff turnover. ➤ Embed the use of the Australian Professional Standards for Principals to support career and capability development. 	<ul style="list-style-type: none"> ✓ Maintain 100% staff satisfied that 'working at this school is rewarding' ✓ Maintain 100% parent satisfaction that Richmond 'is a good school' 	<p>School Opinion Survey S2109</p> <p>School Opinion Survey S2035</p>
High Standards	School Performance	<ul style="list-style-type: none"> ➤ Refine school behaviour management plan to ensure consistency of practice across the whole school. ➤ Improve the classroom ecology at Richmond State School to ensure a secure and rich learning environment. ➤ Create a culture of High Expectations and a shared commitment to academic excellence for all students within the school community. ➤ Implement and embed a clearly defined data analysis process to monitor student progress and improve learning outcomes. ➤ Work collaboratively across schools (geographically close/PLC/like schools) to improve performance. 	<ul style="list-style-type: none"> ✓ Responsible behaviour Plan available ✓ Staff morale is comparable to like schools ✓ Data analysis process documented and implemented 	<p>School Opinion Survey S2107, S2108, S2109</p>
Engaged Partners	Local Decision Making	<ul style="list-style-type: none"> ➤ Strengthen existing relationships and establish strong partnerships that support student learning with local community organisations. ➤ Empower families to become learning partners through improved communication and access to information. 	<ul style="list-style-type: none"> ✓ Maintain 100% parent satisfaction that Richmond 'is a good school'. ✓ Richmond equivalent to State and Like School Means – This is a good school 	<p>School Opinion Survey S2035</p> <p>School Opinion Survey S2028, S2025, S2029,</p>

Meeting for endorsement of the Strategic Plan was held on Wednesday 28 October at Richmond State School.

ARD _____ P&C President _____ Principal _____ Date _____

